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1 December 1981

NOTE FOR: Director of Personnel

The attached cables from our bureau chiefs in Nicosia and Seoul highlighted other serious problems resulting from State Department classification of our foreign national positions. As you can see, FBIS has been left with little maneuvering room.



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Attachments

JPereira:n1

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FBIS Ref.

*Personal*  
*London Bureau*

27 NOV 1981

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MEMORANDUM FOR: Director of Personnel

THROUGH: Deputy Director for Science and Technology

FROM: [redacted] STAT  
Director, Foreign Broadcast Information Service

SUBJECT: FBIS London Bureau Foreign National Classification

1. We have now received the results of the Department of State's position survey of our London Bureau. The situation, I believe, demands our immediate attention.

2. As you will recall, FBIS asked the State Department to postpone classification of our foreign national positions in London and Nicosia on grounds that there are no agreed-upon standards for these positions. The Office of Personnel, however, instructed the Department to disregard the FBIS request and proceed with the classification survey. As a result, of 78 FN positions at London Bureau, 54 have been marked for downgrading by State, several by as many as three grades. A breakdown of the downgradings is attached to this memorandum.

3. Under State procedures, FBIS is now permitted only 30 calendar days (roughly 21 working days), starting from 19 November, to appeal the actions. The initial appeals are to be made at post. The post then forwards those cases which it believes have merit to Washington where the appeals are reviewed by a board chaired by the head of the classification branch of State's Foreign National Personnel Office.

4. It seems clearly futile to consider the appeals process for 54 positions. State has refused to accept our position standards. The survey was made on the basis of State position standards; in the appeals process, State would use the same position standards employed to arrive at the downgradings in the first place. Moreover, by appealing we acquiesce to State's authority to classify these FBIS (CIA) positions. FBIS, at least, does not accept State's authority.

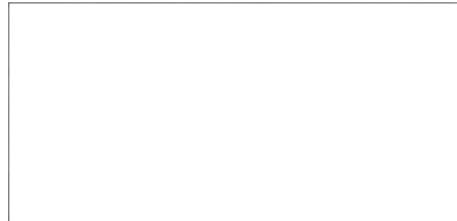
5. State Department's Foreign National Personnel office usually approves the survey team's report within 30 days of completion of the survey, and the new structure is then automatically placed in effect, even for those downgraded positions which are being appealed. (The fact that

SUBJECT: FBIS London Bureau Foreign National Classification

so-called "saved grade" may be applied for an interim period does not alter the fundamental decisions of the survey, which, as is the case now in Bangkok, continue to weigh on the employees affected.) We believe our interests can only be protected if our London Bureau chief is instructed to notify the post that, inasmuch as FBIS is not a signatory to the Inter-agency Wage and Classification System, he is not authorized to implement the classification findings of the State survey team.

6. I am seriously concerned about the effect this entire matter is having on our foreign personnel at London. These people have been employed by CIA. They have avoided unionization in the past because we have been careful to protect their interests. Such massive downgradings by State are bound to have an adverse effect on our personnel management situation.

7. I ask your urgent attention to this matter and request your concurrence in our instructing the London Bureau chief along the lines indicated in para. 5 above.



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Attachment:  
London Bureau Downgrading

DDS&T/FBIS/

(24Nov81)

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